

# Huntington Union Free School District



## **Professional Development Plan**

**2020-2021**

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## Section I

### Introduction

The Huntington Union Free School District recognizes that quality professional development is valuable and important to improve instruction and learning. The district views it as essential to the full achievement of its mission...

*...Recognizing the strengths of our district's traditions, its history of community support, the diversity of our population and our commitment to educational excellence, the mission of the Huntington Union Free School District is to educate students by effectively teaching an enriched body of knowledge through the active participation of all students, building upon their unique talents and abilities to produce creative, self-assured, responsible citizens who are capable of critical thought and action.*

And to promote and assure ongoing development and growth of its professional staff.

Section 100.2 of the Regulations of the Commissioner of Education requires that each school district create and implement a plan for professional development by September 1, 2000. This plan should "...describe how districts will provide all teachers with substantial professional development opportunities."

The 2020-2021 Huntington Union Free School District Professional Development Plan provides an overview of professional enhancement opportunities available district-wide.

### Goals 2020-2021

- Percentage of teachers participating in classroom inter-visitations in core subject areas will increase from 3% to 5% during the 2020/2021 school year as measured by the end of year district-wide needs assessment.
- Percentage of professional development offerings in the area of students' social and emotional developmental health needs (SEDH) will increase from 5% of total professional development offerings in 2019/2020 to 10% of the offered professional development activities.
- Teachers and administrators will participate in Data Articulation Meetings by grade level in the elementary schools and by departments at the secondary level to identify gaps in student learning from the previous year. The information derived from the data analysis will inform teacher curriculum planning for the initial 6 weeks of instruction to ensure student challenges and concerns are addressed as new content is being presented to students beginning in October.
- Elementary School faculty and staff will continue to participate in professional development sessions to provide them with the expertise to teach English Language Arts, Social Studies, Math and Science, using both the hands-on materials and online resources.
- The percentage of teachers demonstrating effective approaches in Assessment and Instruction (as per Danielson Rubric) in their classrooms should be at or about 75% of the total teaching staff K-12 in the Huntington Union Free School district as determined through the use of the district Focus Walk protocol.
- District administrators and interested teachers will participate in professional development on the topic of poverty and trauma to support students who may have been impacted by the COVID-19 related school closure.
- District administrators will participate in professional development on the topic of improving instructional best practices in teaching staff. They will create a new district developed walk through tool to support the data collection process throughout the year.
- At least 50% of district staff will attend professional development on the topic of Cultural Proficiency.

## Need/Data Analysis for Professional Development Plans

The Huntington UFSD Professional Development Planning Team members have reviewed the many new mandates and initiatives that have been adopted/adjusted both in New York State and nationally. We will continue to review these updates and the impact that COVID-19 has had on our ability to provide continuous instruction to all students. We will continue to monitor our data and provide additional training in focused areas of need.

In creating the Huntington UFSD Professional Development Plan, the Committee utilized the following needs/assessment sources:

- Annual Professional Performance Review (APPR)
- BEDS Data
- Graduation and drop-out rates
- AIMSweb
- AP Results
- Focus Walk Data
- Standardized and State Assessments
- State benchmarks for student performance
- Teacher Input
- District-wide Needs Assessment given in Spring 2019

The District Plan provides for a variety of training programs to ensure that the needs of the students, teachers, and district are addressed. Particular emphasis was placed upon training in standards review and data analysis. A large portion of the planned programs are aimed at increasing teacher knowledge and understanding of current initiatives in order to improve student performance. This, of course, is consistent with the goals of the district.

During each of the past five budget years, the District attempted to commit considerable resources to support staff in-service programs. In order to meet the District's professional development plan goals, the District will utilize the following internal and external resources:

- Western Suffolk BOCES
- Eastern Suffolk BOCES
- Nassau BOCES
- The Huntington Teacher Center
- District Personnel
  - ENL Coach – Eileen Gonzalez
  - Math Coaches – Lucy Marotta, Christine Lofaro, Colleen Mahoney, Monica Racz
  - ELA Coach Secondary – Brenden McGowan
  - ELA/SS Coordinator Elementary – Angela Berner
  - Director, ENL, Dual Language and Bilingual Programs – Judy Moroff
  - Director of Mathematics- TBD
  - STEM Director (K-12) – Jill Johanson
  - Building Principals
    - Brendan Cusack, HHS
    - Traci Roethel, FMS
    - Lara Gonzalez, Ed. D., Woodhull
    - Donna Moro, Jack Abrams STEM Magnet School
    - Primary Principals
      - Lucia Laguarda, Flower Hill
      - Michelle Richards, Washington
      - Valerie Capitulo-Saide, Jefferson
      - Scott Oshrin, Southdown

- Department Chair - Joseph Leavy (Humanities)
- Assistant Superintendent for Curriculum and Instruction – Beth McCoy

Our local BOCES staff developers will continue to be utilized extensively to provide training in the use of instructional technology. This is consistent with District Goals that emphasize improving student and staff competency in the use of technology to enhance teaching and student learning.

We will focus our efforts on a select number of goals. For 2020-2021 these areas will be:

- APPR Training
- DASA Training for DACS
- Equity and Excellence (LICEE)
- Cultural Proficiency (Equity Walks/Equity Action Plans)
- Instructional Best Practices
- Social Emotional Learning/Mental Health Guidelines
- Professional Development/Planning core content (Science, Social Studies, Mathematics, ELA)
- Data Analysis
- Instructional Technology, Technology Use
- Behavior Management
- Mentoring Program
- School Safety
- Professional Learning Communities
- Specific Subject Area Training
- Differentiated Instruction/Response to Intervention (RTI)
- Integrated Co-taught Classes (ICT)
- English as a New Language (ENL), Part 154-2

## **Section II**

### **Identification of Professional Development Activities**

Each year the Huntington Union Free School District's Board of Education identifies goals which reflect specific needs of the school-community. Annually, these goals have been communicated to the K-12 staff and community.

### **Professional Development for Staff Members Certified after February 2004**

The Professional Development Plan of each school district must describe how the school district will provide their newly certified teachers and Level III teaching assistants with opportunities to participate in 100 hours of professional development every five years (20 hours per year) by a sponsor approved by NYSED. The professional development provided by the district must align with the goals outlined in the Professional Development plan.

Starting July 1, 2016, teachers who hold a Professional Certificate or teaching assistants who hold a Title II certificate are required to complete 100 hours of professional development over a five-year period (approximately 20 hours per year) in order to maintain certification.

The ultimate goal of all efforts in this area is to increase the capacity of faculty members to enable and assist all students to higher academic achievement. The New York State Education Department recommends that the content of these professional development opportunities be directly related to:

- Enhancement of teachers' subject matter knowledge [content]
- Teacher knowledge, use and application of appropriate teaching techniques [pedagogy]
- Broadening and enhancing teacher abilities to apply more accurate and appropriate assessment methodologies [assessment]
- Enhancing teacher skills and options in effectively managing individual students and classrooms in both heterogeneous and homogeneous settings [student/classroom management]

### **Curriculum**

- Atlas Rubicon Consensus Mapping, Grade K-12
- Social Studies Curriculum, Frameworks Grade K-6; 7-12
- Social Emotional Learning
- Cultural Proficiency
- Science Curriculum, Grade K-6
- STEM Curriculum, Grade 4-6, & 7-8
- Summer Reading Suggested Activities for all students
- Development of Curriculum Renewal Plan
- Journeys Reading Program, K-6
- Foundations, K-2
- New York State Science Learning Standards, K-12 Data Analysis
- Biannual data analysis articulation training and curriculum map adjustment (September and February/March)
- Benchmark and Quarterly Data Analysis
- AIMSweb data fall, winter, spring (K-8)

## Instruction

- English Language Arts, K-12 Next Generation Implementation
  - Vocabulary Instruction
  - Text Dependent Questions
  - Working with Complex Text
- Mathematics
  - Integration of Next Generation Mathematics Modules, K-11
- Science
  - FLIP Classroom initiative
  - Oneida Herkimer Madison Science Curriculum, grades K-5, except at JA STEM
  - TCI Science Program in grade 6, as well as grades 4 and 5 at JA STEM
  - Continued planning and implementation of New Science Standards
- Social Studies
  - Review of SS Frameworks
  - PNW SS/ELA Framework integration
- ENL Methods and Strategies
  - SIOP Model
  - Student discourse

## Social/Emotional Learning

- High School, work on Growth Mindsets
- Restorative Justice Practices at FMS and HHS
- Sanford Harmony and PBIS K-6

## Technology

- Google Classroom, Google Drive, Chromebook Rollout, SMART Board training
- Flipgrid, Seesaw, Flocabulary, Buncee, Brainpop, RazPlus, ST Math
- Digital Portfolio- Google Sites

## Overview of Professional Development Opportunities

The professional development available to staff is generally clustered in the following areas:

- Implementation of the Learning Standards in Math, English Language Arts, Science and Social Studies
- Implementation of statewide assessments
- Integration of technology
- Data analysis
- Integration of reading and writing into all content areas
- Alignment of curriculum
- ENL in the content areas
- Social Emotional Learning/Restorative Practices
- Cultural Proficiency
- Fine and Performing Arts



The following professional development activities will be available to K-12 staff during the 2020-2021 school year:

### **In-Service District Sponsored Workshops/Training**

The Huntington Teacher Center offers a variety of in-service and graduate courses, workshops, seminars and programs to faculty and support-staff members and others in the educational community. Classes are designed to enhance and sharpen instructional skills and classroom practices, build knowledge, expand professional horizons and assist in improving student academic performance.

Classes are offered after school, evenings, weekends, and during the summer. The Teacher Center offers courses and programs of study in cooperation with colleges and universities and the New York State United Teachers at deeply discounted tuition rates. It also serves as a resource for staff and community members searching for courses offered at other Long Island teacher centers or for books and materials.

Each in-service course will be offered for a minimum of 15 hours enabling staff to acquire one credit. However, teachers and teaching assistants may register for a professional development workshop and/or courses to acquire hours to fulfill certification requirements or professional growth.

### **New Teacher Orientation Program**

The new teacher orientation program has been designed to support our new teachers during their first year in the Huntington Union Free School District. The program requires new teachers to meet with their mentors on a monthly basis to discuss a host of topics. The monthly dialogue addresses specific instructional areas and/or topics that are essential to ensuring the success of the first year teacher. The New Teacher workshop schedule is located in Appendix II.

A mentor will be assigned to new or initially certified teachers, as required by the commissioner's regulations. The mentor will be required to provide a minimum of 45 hours to support to his/her protégé.

### **Superintendent's Conference Day**

Each year, the September Superintendent's conference Day provides K-12 staff with the opportunity to participate in various workshops. The plan for this day is developed based on feedback gathered from staff. In past years, K-12 staff participated in workshops which addressed the following topics:

- Integrating technology into the K – 12 classroom
- Cultural Proficiency
- Overview of Response to Intervention
- Utilizing data to improve instruction
- Aligning K-12 literacy skills
- APPR Implementation
- Next Generation Mathematics and ELA Learning Standards
- New York State Science Learning Standards and the New York State Social Studies Framework

### **Faculty Meetings**

The monthly faculty meetings will address school-wide issues or topics of interest. These meetings will be directed by the principal or designated administrator. The discussion topics have included: data analysis, school-wide testing, school-wide events, curriculum initiatives and programs, district and school goals and professional development opportunities.

## Grade-level Meetings

The monthly primary and elementary grade-level meetings focus on the following topics: data analysis, alignment of curriculum with Next Generation ELA and Math Standards, New York State Science Learning Standards, New York State Social Studies Framework integration of technology, integration of character education, utilizing data to improve instruction, implementation of new programs, school procedures, testing and items related to school or district initiatives. The principal in collaboration with the grade-level teachers will be responsible for developing the agenda.

## Department Meetings

The monthly middle and secondary-level department meetings focus on the following topics: alignment of curriculum, integration of technology, utilizing data to improve instruction, implementation of new programs or initiatives, school procedures, testing and items related to school district initiatives. The administrator in charge will be responsible for developing the agenda in collaboration with the department coordinator.

## Right to Know Training, Sexual Harassment and Mental Health/Suicide Prevention

All K-12 staff members participate in Right to Know, Sexual Harassment and Mental Health/Suicide Prevention training. Each year, training is updated and presented to K-12 staff during a monthly faculty meeting or superintendent conference day meeting.

## Dignity Act Training

All New York State public elementary and secondary students are entitled to attend school in a safe and supportive environment free from discrimination, intimidation, taunting, harassment, and bullying on school property and at school functions.

All K-12 staff members participate in Dignity Act training. Each year, training is updated and presented to K-12 staff during a monthly faculty meeting or superintendent conference day meeting.

## District Level Committees

The following district/school-level committees will be in place:

- **Technology Committee**
  - This area has been identified as an integral component of lesson development. During the 2020-2021 school year, teachers and administrators will be provided with PD opportunities related to Google Drive, Google Classroom, Flipgrid, Seesaw, Nearpod and Google in Education to support the district's rollout of Chromebook devices. Training will also be provided to clerical staff on EXCEL and specifically the mail merge feature.
- **Shared Decision-Making Advisory Committee**
  - The District-wide Shared Decision Making Advisory Committee was formed to clarify the process of school-based planning and shared decision making; to provide a forum in which school-based teams can periodically raise questions, express concerns, make suggestions and share their successes with other teams; to serve as a resource and support to the school-based teams; to facilitate the resolution of conflicts which may arise within a team; and to review the district plan every two years, beginning in 2012, and recommend to the Board recertification or amendment of the plan.
- **RTI Planning and Implementation Committee**
  - Response to Intervention (RTI) is a multi-tiered early prevention and intervention system designed to improve outcomes for all students. In accordance with Commissioner's Regulations, the School District has established administrative practices and procedures for implementing District-wide initiatives that address a Response to Intervention (RTI) process applicable to all

students. For students suspected of having a potential learning disability, the District will provide appropriate RTI services pursuant to Commissioner's Regulations prior to a referral to the Committee on Special Education (CSE) for evaluation.

- The district-wide committee is made up of SBIT members from the following schools:
  - Flower Hill
  - Jack Abrams STEM
  - Jefferson
  - Southdown
  - Washington
  - Woodhull

## Section III - Data Driven Instruction –Data Articulation Meetings

Below, please find the professional development articulation calendar for our Data Analysis workshops. The calendar has dates for activities that **MUST** be attended by the grade level and/or department faculty as indicated. In addition to the dates below, on the memorandum distributed to faculty and staff in January and August, there are additional dates on which PD activities may be scheduled and teachers may choose to attend. These dates are optional and can be used towards fulfillment of contractual obligations, as well as New York State requirements for PD related to certification renewal. We are providing you with these dates as required so that you may plan your personal calendar accordingly.

ATH members must complete up to 13-hours for tenured faculty, and 21-hours for non-tenured faculty, of professional development. Since your attendance is required for some of the activities listed below, it is suggested that you speak with your supervisor to develop and determine your professional learning plan. You will be able to register for these required activities through [frontlineeducation.com](http://frontlineeducation.com). Each of the activities below will run for approximately 2-hours each.

### Fall 2020 Professional Development – Articulation – Data Analysis

#### Fall 2020 Professional Development – Required

<i>Grade/Department</i>	<i>Activity</i>	<i>Date</i>
K	PD HUFSD – PLC Articulation Meeting (4:00-6:00)	<b>10/8/20</b>
	PD HUFSD – AIMSweb Plus (4:00-6:00)	<b>9/15/20</b>
	PD HUFSD- ELA/ (4:00-6:00)	<b>9/30/20</b>
1	PD HUFSD – PLC Articulation Meeting (4:00-6:00)	<b>10/22/20</b>
	PD HUFSD – AIMSweb Plus (4:00-6:00)	<b>9/16/20</b>
	PD HUFSD- ELA (4:00-6:00)	<b>9/29/20</b>
2	PD HUFSD – PLC Articulation Meeting (4:00-6:00)	<b>10/15/20</b>
	PD HUFSD – AIMSweb Plus (4:00-6:00)	<b>9/17/20</b>
	PD HUFSD- ELA (4:00-6:00)	<b>10/1/20</b>
3	PD HUFSD – PLC Articulation Meeting (4:00-6:00)	<b>10/13/20</b>
	PD HUFSD – AIMSweb Plus (4:00-6:00)	<b>9/17/20</b>
	PD HUFSD- ELA (4:00-6:00)	<b>10/22/20</b>
4	PD HUFSD – PLC Articulation Meeting (3:30-5:30)	<b>10/20/20</b>
	PD HUFSD – AIMSweb Plus (3:30-5:30)	<b>9/22/20</b>
	PD HUFSD- ELA (3:30-5:30)	<b>10/8/20</b>
5	PD HUFSD – PLC Articulation Meeting (3:30-5:30)	<b>10/15/20</b>
	PD HUFSD – AIMSweb Plus (3:30-5:30)	<b>9/22/20</b>
	PD HUFSD- ELA (3:30-5:30)	<b>10/7/20</b>
6	PD HUFSD – PLC Articulation Meeting (3:30-5:30)	<b>10/15/20</b>
	PD HUFSD – AIMSweb Plus (3:30-5:30)	<b>9/23/20</b>
	PD HUFSD- ELA (3:30-5:30)	<b>10/21/20</b>
AP Teachers	2019-2020 AP Updates	<b>9/29/20</b>
Business Teachers	PD HUFSD – PLC Articulation Meeting	<b>9/17/20</b>
Elementary ENL/ Reading Teachers	PD HUFSD – PLC Articulation Meeting	<b>10/15/20</b>

<b><i>Grade/Department</i></b>	<b><i>Activity</i></b>	<b><i>Date</i></b>
Elementary RTI Math Teachers	PD HUFSD – PLC Articulation Meeting	<b>9/17/20</b>
English & Reading, Secondary	PD HUFSD – PLC Articulation Meeting	<b>10/22/20</b>
ENL, Secondary	PD HUFSD – PLC Articulation Meeting	<b>10/1/20</b>
Fine and Performing Art	PD HUFSD – PLC Articulation Meeting	<b>10/1/20</b>
Math, Secondary	PD HUFSD – Data Analysis Articulation	<b>10/7/20</b>
	PD HUFSD – Technology in the Secondary Math Classroom	<b>11/4/20</b>
Physical Education and Health	PD HUFSD – PLC Articulation Meeting	<b>9/16/20</b>
Psychologists & Social Workers	PD HUFSD – PLC Articulation Meeting	<b>9/23/20</b>
School Counselors, grades 6-12	PD HUFSD – PLC Articulation Meeting (3:00-4:00)	<b>9/23/20</b>
	PD HUFSD – Naviance CCLR Framework	<b>10/22/20</b>
	PD- HUFSD- Post- Secondary Options	<b>11/19/20</b>
Science, Secondary	PD HUFSD – NYSSLS Curriculum and Assessment	<b>10/22/20</b>
Social Studies, Secondary	PD- HUFSD- Mindset (Starting with the End in Mind)	<b>11/19/20</b>
Social Studies, HHS	PD HUFSD – NYS Framework Discussion (2:30-4:00)	<b>10/21/20</b>
Special Education Special Class, grades K-3	PD HUFSD- PLC Articulation Meeting	<b>10/8/20</b>
Special Education Special Class, grades 4-8	PD HUFSD- PLC Articulation Meeting	<b>10/15/20</b>
Special Education Special Class, Secondary	PD HUFSD- PLC Articulation Meeting	<b>10/7/20</b>
Speech Pathologists	PD HUFSD – PLC Articulation Meeting	<b>10/22/20</b>
Technology and Family and Consumer Science Teachers	PD HUFSD – PLC Articulation Meeting	<b>10/1/20</b>
World Language	PD HUFSD – PLC Articulation Meeting	<b>10/22/20</b>

In addition to the above **REQUIRED** activities, other professional development selections will be available on Tuesdays, Wednesdays, and Thursdays on topics such as: Digital Portfolio, Google Drive, Google Apps (i.e. Classroom), Nearpod, Flipgrid, Buncee, Smart Notebook, SIOP and working with ELLs, NYS Science Learning Standards, Vocabulary Instruction, Developing Cultural Proficiency, Culturally Responsive Teaching, etc. Faculty and staff are encouraged to take as many professional development activities that meet their professional needs beyond those required. Please check the Frontline Education Professional Growth catalog for all available activities beginning August 2020.

<b><u>New Teacher Orientation</u></b> <b><u>(Required for all NEW HUFSD teachers)</u></b>		
Classroom Management	Secondary 3:00-4:00, Elementary 4:00-5:00	<b>9/10/20</b>
Digital Portfolio/Google Classroom	Secondary 3:00-4:00, Elementary 4:00-5:00	<b>10/29/20</b>
ATH	Secondary 3:00-4:00, Elementary 4:00-5:00	<b>11/19/20</b>
Part 154	Secondary 3:00-4:00, Elementary 4:00-5:00	<b>12/17/20</b>
Differentiated Instruction	Secondary 3:00-4:00, Elementary 4:00-5:00	<b>1/7/21</b>

**Spring 2020 Professional Development – Required**

**Required Professional Development for ALL Elementary and Secondary Teachers**

**Instructional Best Practices and Reflection (Part 1)**

<b>Primary (4:00-6:00)</b>		
<b>Building</b>	<b>Activity</b>	<b>Date</b>
Flower Hill Library or Virtual	Instructional Best Practices and Reflection (Part 1)	<b>1/5/21</b>
Jefferson Library or Virtual	Instructional Best Practices and Reflection (Part 1)	<b>1/6/21</b>
Southdown Library or Virtual	Instructional Best Practices and Reflection (Part 1)	<b>1/7/21</b>
Washington Library or Virtual	Instructional Best Practices and Reflection (Part 1)	<b>1/12/21</b>

<b>Intermediate (3:15-5:15)</b>		
<b>Building</b>	<b>Activity</b>	<b>Date</b>
JA STEM Library or Virtual	Instructional Best Practices and Reflection (Part 1) (STEM Grades 4-6)	<b>1/13/21</b>
JA STEM Library or Virtual	Instructional Best Practices and Reflection (Part 1) (STEM Special Education, ENL, Reading, Math, Support Staff)	<b>1/14/21</b>
Woodhull Library or Virtual	Instructional Best Practices and Reflection (Part 1) (Grades 4-6)	<b>1/19/21</b>
Woodhull Library or Virtual	Instructional Best Practices and Reflection (Part 1) (Special Education, ENL, Reading, Math, Support Staff)	<b>1/20/21</b>

<b>Finley Middle School- Room 301 A or Virtual (3:00-5:00)</b>		
<b>Grade/Department</b>	<b>Activity</b>	<b>Date</b>
Art/Technology/Music/FACS/PE/Health/ Special Education	Instructional Best Practices and Reflection (Part 1)	<b>1/21/21</b>
Science/Math/ENL/World Language	Instructional Best Practices and Reflection (Part 1)	<b>1/26/21</b>
Social Studies English/ Guidance/Reading/Library	Instructional Best Practices and Reflection (Part 1)	<b>1/27/21</b>

<b>Huntington High School- Room 250 or Virtual (2:30-4:30)</b>		
<b>Grade/Department</b>	<b>Activity</b>	<b>Date</b>
Science/Technology/Library/Business	Instructional Best Practices and Reflection (Part 1)	<b>1/28/21</b>
PE/Health/Social Studies	Instructional Best Practices and Reflection (Part 1)	<b>2/2/21</b>
English/Reading/ENL/Guidance	Instructional Best Practices and Reflection (Part 1)	<b>2/3/21</b>
Math/Art/Music	Instructional Best Practices and Reflection (Part 1)	<b>2/4/21</b>
Special Education/World Language	Instructional Best Practices and Reflection (Part 1)	<b>2/9/21</b>

**Instructional Best Practices and Reflection (Part 2)**

<b>Primary (4:00-6:00)</b>		
<b>Building</b>	<b>Activity</b>	<b>Date</b>
Flower Hill Library or Virtual	Instructional Best Practices and Reflection (Part 2)	<b>3/2/20</b>
Jefferson Library or Virtual	Instructional Best Practices and Reflection (Part 2)	<b>3/3/21</b>
Southdown Library or Virtual	Instructional Best Practices and Reflection (Part 2)	<b>3/4/21</b>
Washington Library or Virtual	Instructional Best Practices and Reflection (Part 2)	<b>3/9/21</b>

<b>Intermediate (3:15-5:15)</b>		
<b>Building</b>	<b>Activity</b>	<b>Date</b>
JA STEM Library or Virtual	Instructional Best Practices and Reflection (Part 2) (STEM Grades 4-6)	<b>3/10/21</b>
JA STEM Library or Virtual	Instructional Best Practices and Reflection (Part 2) (STEM Special Education, ENL, Reading, Math, Support Staff)	<b>3/11/21</b>
Woodhull Library or Virtual	Instructional Best Practices and Reflection (Part 2) (Grades 4-6)	<b>3/16//21</b>
Woodhull Library or Virtual	Instructional Best Practices and Reflection (Part 2) (Special Education, ENL, Reading, Math, Support Staff)	<b>3/17/21</b>

<b>Finley Middle School- Room 301 A or Virtual (3:00-5:00)</b>		
<b>Grade/Department</b>	<b>Activity</b>	<b>Date</b>
Art/Technology/Music/FACS/PE/Health/Special Education	Instructional Best Practices and Reflection (Part 2)	<b>3/18/21</b>
Science/Math/ENL/World Language	Instructional Best Practices and Reflection (Part 2)	<b>3/23/21</b>
Social Studies English/Guidance/Reading/Library	Instructional Best Practices and Reflection (Part 2)	<b>3/24/21</b>
<b>Huntington High School- Room 250 or Virtual (2:30-4:30)</b>		
<b>Grade/Department</b>	<b>Activity</b>	<b>Date</b>

Science/Technology/Library/Business	Instructional Best Practices and Reflection (Part 2)	<b>3/25/21</b>
PE/Health/Social Studies	Instructional Best Practices and Reflection (Part 2)	<b>4/6/21</b>
English/Reading/ENL/Guidance	Instructional Best Practices and Reflection (Part 2)	<b>4/7/21</b>
Math/Art/Music	Instructional Best Practices and Reflection (Part 2)	<b>4/8/21</b>
Special Education/World Language	Instructional Best Practices and Reflection (Part 2)	<b>4/13/21</b>

**Required Professional Development by Grade/Department**

<b><i>Grade/Department</i></b>	<b><i>Activity</i></b>	<b><i>Date</i></b>
K	PD HUFSD – PLC Data Artic. Mtg./Tech. (4:00-6:00)	<b>2/9/21</b>
1	PD HUFSD – PLC Data Artic. Mtg./Tech. (4:00-6:00)	<b>2/10/21</b>
2	PD HUFSD – PLC Data Artic. Mtg./Tech. (4:00-6:00)	<b>2/11/21</b>
3	PD HUFSD – PLC Data Artic. Mtg./Tech. (4:00-6:00)	<b>2/23/21</b>
4	PD HUFSD – PLC Data Artic. Mtg./Tech. (3:15-5:15)	<b>2/24/21</b>
5	PD HUFSD – PLC Data Artic. Mtg./Tech. (3:15-5:15)	<b>2/25/21</b>
6	PD HUFSD – PLC Data Artic. Mtg./Tech. (3:15-5:15)	<b>2/26/21</b>
Business Teachers	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/18/21</b>
Elementary ENL/ Reading Teachers	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/3/21</b>
Elementary RTI Math Teachers	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/4/21</b>
English & Reading, Secondary	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/9/21</b>
ENL, Secondary	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/10/21</b>
Fine and Performing Art	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/10/21</b>
Guidance Counselors	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/10/21</b>
Math, Secondary	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/11/21</b>
Physical Education and Health	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/11/21</b>
Psychologists & Social Workers	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/16/21</b>
Science, Secondary	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/16/21</b>
Social Studies, Secondary	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/16/21</b>
Speech Pathologists	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/17/21</b>
Technology and Family and Consumer Science	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/2/21</b>
World Language	PD HUFSD – PLC Curriculum/Tech/Data Artic.Mtg.	<b>3/18/21</b>



**New Teacher Induction Program Required Professional Development**

Differentiated Instruction	Secondary 3:00-4:00 Elementary 4:00-5:00	<b>1/7/21</b>
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In addition to the above **REQUIRED** activities, other professional development selections will be available on Tuesdays, Wednesdays, and Thursdays on topics such as: Google Drive, Google Apps (i.e. Classroom), SIOP and working with ELLs, NYS Science Standards, Vocabulary Instruction, Developing Cultural Proficiency, AIMSweb, Next Generation ELA and Math standards, Culturally Responsive Teaching, etc. Faculty and staff are encouraged to take as many professional development activities that meet their professional needs beyond those required. Please check the My Learning Plan catalog for all available activities beginning November 2020.

## Section IV – District Focus Walks

It is our belief that a Focus Walkthrough culture will contribute to the growth in student achievement across the district. Focus Walkthroughs are not discrete activities disconnected from other district-wide activities, but are associated with other improvement efforts and organizational practices taking place in each of our schools. These improvement efforts include, but are not limited to, Next Generation ELA and Math Standards implementation, curriculum alignment using Atlas Rubicon, technology integration, implementation of a Response to Instruction model K-6, Science, Technology, Engineering and Mathematics (STEM) implementation, the use of data to improve instruction and learning, and a peer coaching model in the academic disciplines. Focus Walkthroughs are an important tool among many other improvement efforts that will help us to leverage desired changes through ongoing collaboration between teachers, students, administrators and parents in the Huntington Union Free School District.

### Focus Walkthroughs are...

- Informal and brief in duration
- Conducted by instructional leaders
- Quick snapshot of classroom activities or “look-fors”
- NOT intended for formal teacher evaluation
- An opportunity to engage in reflective feedback
- Aimed at improving student achievement

### Why increasing interest?

- Instructional Leadership
- Professional Learning Communities
- School improvement plans (i.e. DTSDE)
- Standards-based Curriculum (i.e. NGLS)
- Curriculum and Instruction initiatives
- Shift from teacher-focus to student-focus
- Increase in coaching and mentoring

### School Benefits from Walks

- Acquire additional data about teaching and student learning
- Determine incorporation of new curriculum & instructional initiatives
- Promote collegial and collaborative conversations

### Observer Benefits from Walks

- Establish role as instructional leader
- Maintain visibility and accessibility
- Become aware of teaching and learning across multiple disciplines

### Teacher Benefits from Walks

- Reflect on own instructional and curricular practices
- Engage in collegial and reflective conversations
- Identify own professional development needs

### Student Benefits from Walks

- Sharing with observers what they are learning
- Participating in school improvement
- Teaching targeted to meet needs

## Components of Walkthroughs

- Purpose(s)
- Teacher Involvement
- Focus of walks ('look-fors')
- Who participates?
- Protocols (e.g., frequency, amount of time, ground rules)
- How data is gathered/recorded?
- How observation feedback is given?

## Section V

### Professional Development Funding

AREA	ALLOCATION
Professional Development Conferences (Teachers)	\$10,000
Professional Development Conferences (BOCES)	\$23,500
Professional Development Conferences (Administrators)	\$ 5,000
Professional Development Planning/Educational Consultants	\$ 8,000
Professional Development (LICEE)	\$ 7,000
Professional Development Virtual ENL Plus Package (Nassau BOCES)	\$ 2,535
Curriculum Development	\$22,000
Technology Mentors	\$11,000
<b>Total Projected Estimate</b>	<b>\$89,035</b>

The following resources will be used to assist the district in meeting identified yearly goals:

Resources	
Huntington School District Staff	<ul style="list-style-type: none"> <li>• Exemplary teachers</li> <li>• Administrative staff</li> <li>• Content specialists</li> <li>• Institutions of higher learning</li> <li>• Huntington Teacher Center</li> <li>• District provided professional development</li> </ul>
Western and Eastern Suffolk BOCES	
<u>Curriculum Consultants</u> Dr. Peter Osroff- Mentor Training Consultant Tom Diener- Technology Integration Natalie McGee- Cultural Proficiency PLC Associates- APPR/Instructional Best Practices/Walkthrough Tools Frank Kros - SEL/Trauma Informed Instruction	

## **APPENDIX I**

### **New Teacher Orientation Program – August 2020**

#### **New Teacher Induction Program**

- Welcome message from Superintendent
- Introduction of Principals/Directors
- Teaching in Huntington Presentation
- Your Digital Connection
- Teacher Center Presentation
- Department Presentations

#### **Employee First Program**

- Personnel
- Payroll
- Benefits
- District bus tour

#### **Meetings during the fall**

- September, Classroom Management
- October, Your Digital Portfolio
- November, Union Leadership
- December, Part 154 Regulations
- January, Differentiated Instruction

## APPENDIX II

### Mentor- Protégé Orientation Program

The Purpose of the Huntington Mentoring Program will be to provide assistance and guidance to new teachers. The first few years of instruction are often plagued with doubt, questioning and inexperience (Jellinek, 1985). Therefore, the Huntington Mentoring Program will emphasize the human aspects of mentoring, in addition to the pedagogical essentials. The settling into the profession of teaching is often unsettling and challenging to an unsupported newcomer. The Huntington Mentoring Program will offer the opportunity to work with experienced, respected and empathetic mentors. The purpose of the program will be to assist the new teachers in their beginning years into becoming a more confident and respected professional. Careful consideration will be given to the fact that this relationship is collegial and not parental. All new teachers will be respected as fully qualified for their position. The role of the mentor will be that of a guide, coach and encourager for the intern.

This will be spent biweekly between the mentor and the mentee to conference with each other, make observations, share curriculum, and create their portfolios for the Annual Professional Performance Review process, plan and evaluate the impact of their efforts upon students. A log of their activities will be kept on a biweekly basis. Communication between mentors and mentees will be ongoing through Google Drive and other communications means. This will be done to increase availability for mentors to new teachers.

The topics that will be discussed throughout the year include, but are not limited to:

Classroom Management	Parent Engagement	Best Practices for ELLs
Differentiated Instruction	Formative and Summative Assessment	Questioning Techniques
Academic Vocabulary	Mindfulness	Reflection

The goals of the program during this time will accent the importance of the following four areas discussed in Danielson Framework for Teaching.

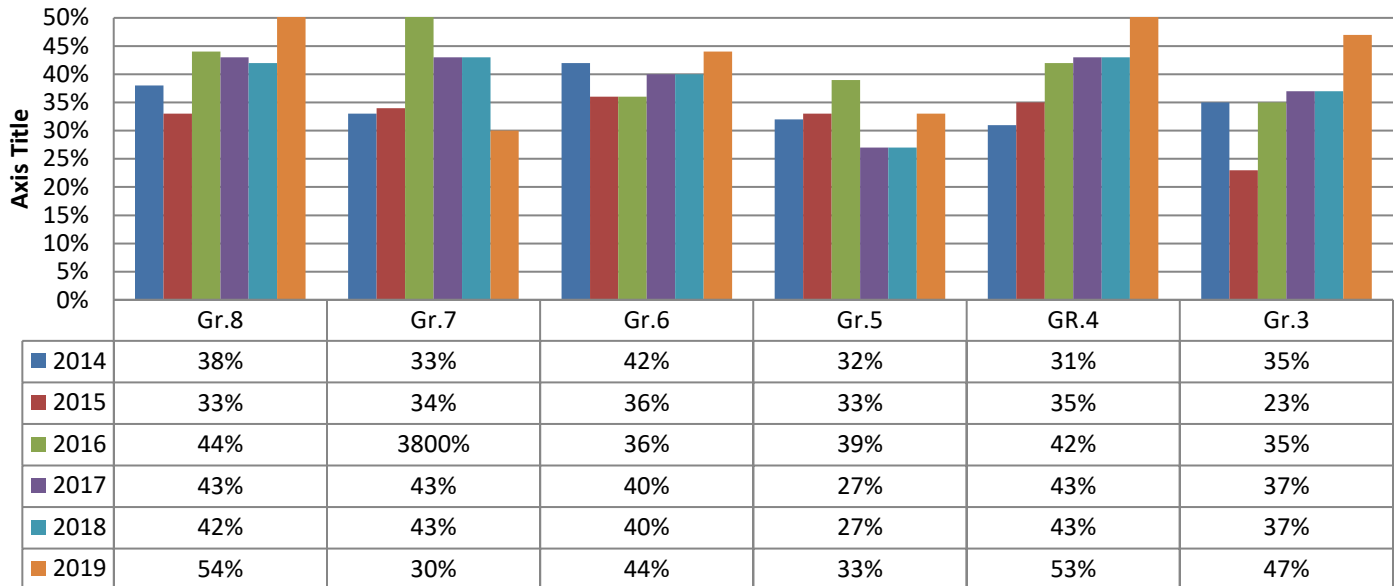
- Planning and preparation
- Classroom environments
- Instruction
- Professional responsibilities

In addition, the Huntington Mentoring Program central purpose is to emphasize the human aspect of this program. Special attention will be given to gender, ethnic, racial and cultural awareness and sensitivity within all of the training. The bond between the mentor and the mentee is an important developmental stage in the careers of both the mentor and the mentee. Mentors provide the guidance and safety that should help propel the interns towards their professional goals and their career dreams. In addition, interns often have been found to rejuvenate the mentors' careers, and to add a sense of fulfillment and generativity (Erikson, 1963) to the mentors. The Assistant Superintendent for Curriculum and Instruction, the Human Resources Administrator, the Teacher Center Director and the President of the Huntington Teachers' Union will provide additional assistance to both groups. The Superintendent and the Principals involved will also add their support to both groups. Also, every effort will be made to include and inform replacements for all staff. Plans will be made to assure the continuity of instruction within all involved classrooms.

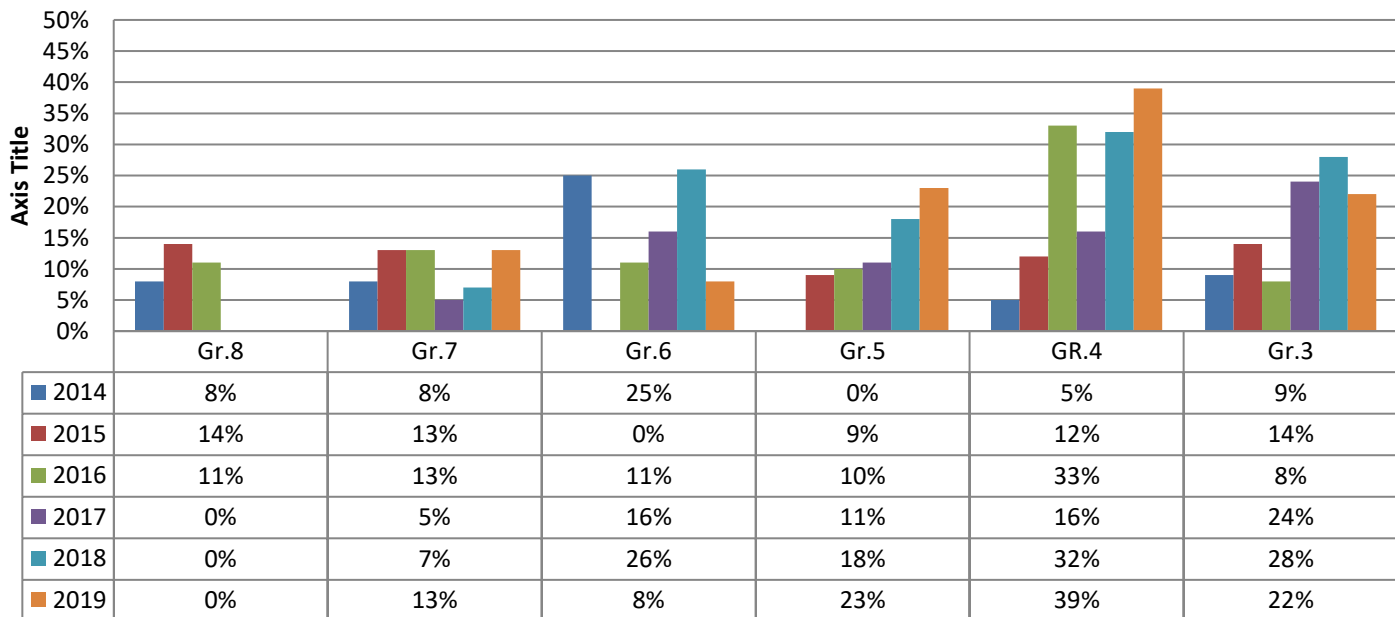
## APPENDIX III – DISTRICT DATA

### Elementary and Middle Level New York State ELA Assessments

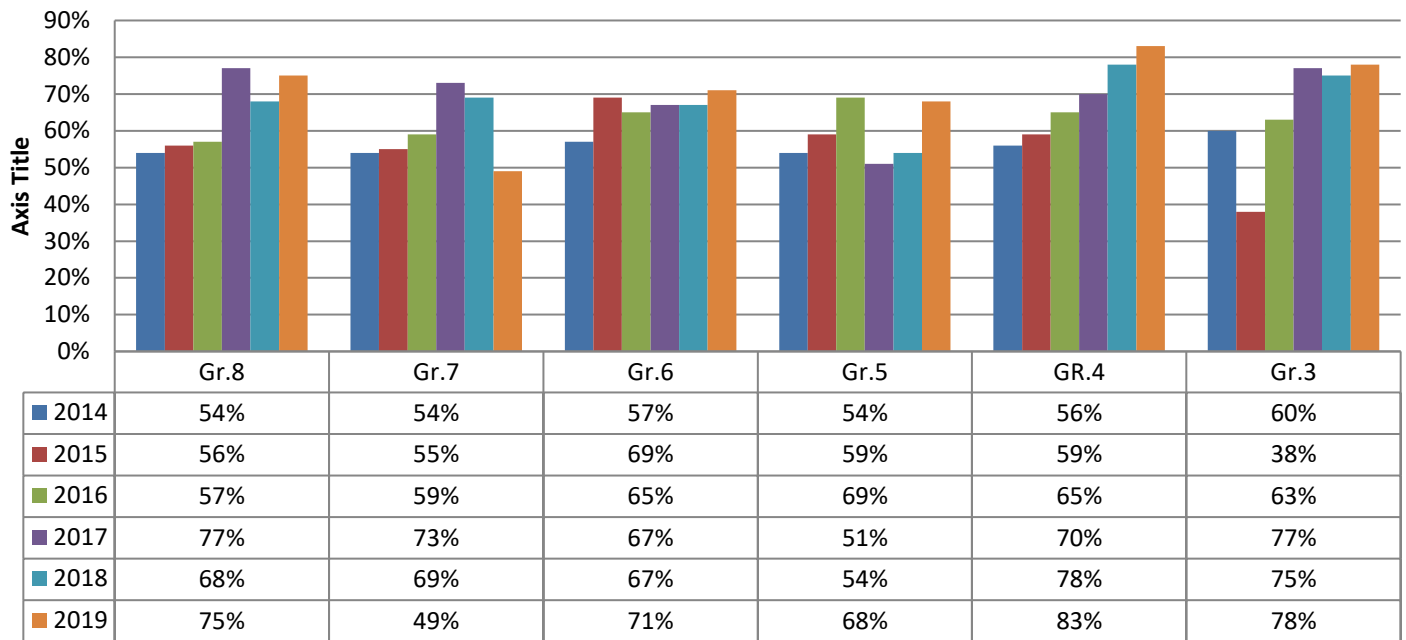
#### Huntington Union Free School District NYS English Language Arts Assessments All Tested -% Proficient



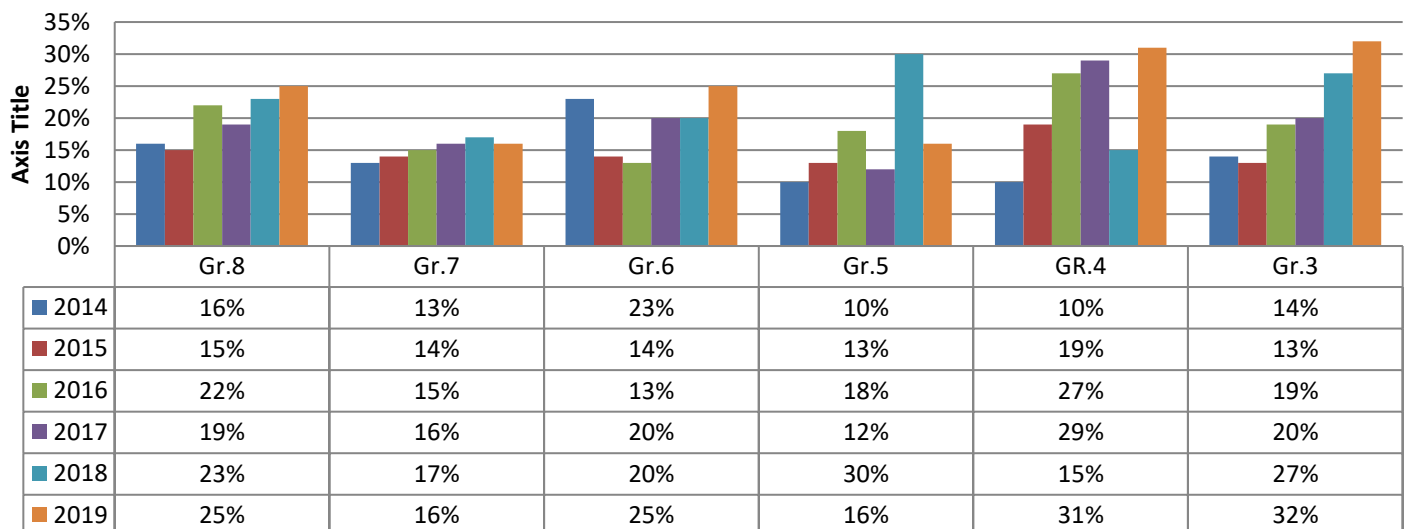
#### Huntington Union Free School District NYS English Language Arts Assessments Black Subgroup-% Proficient



## Huntington Union Free School District NYS English Language Arts Assessments White Subgroup % Proficient

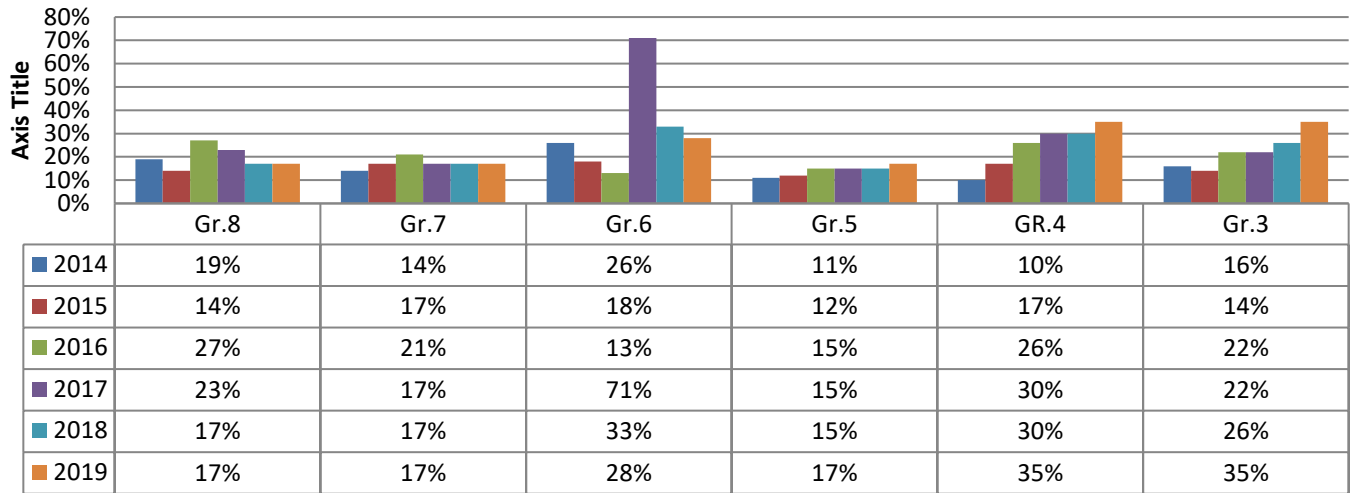


## Huntington Union Free School District NYS English Language Arts Assessments Economically Disadvantaged Subgroup % Proficient

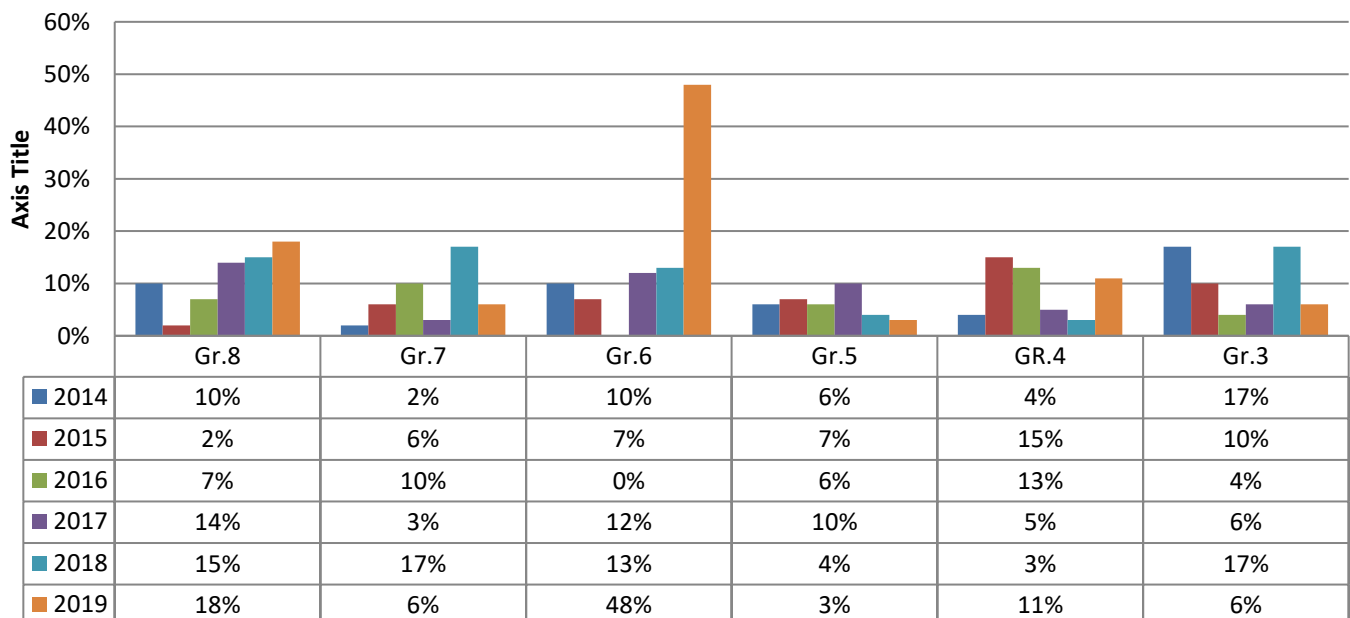




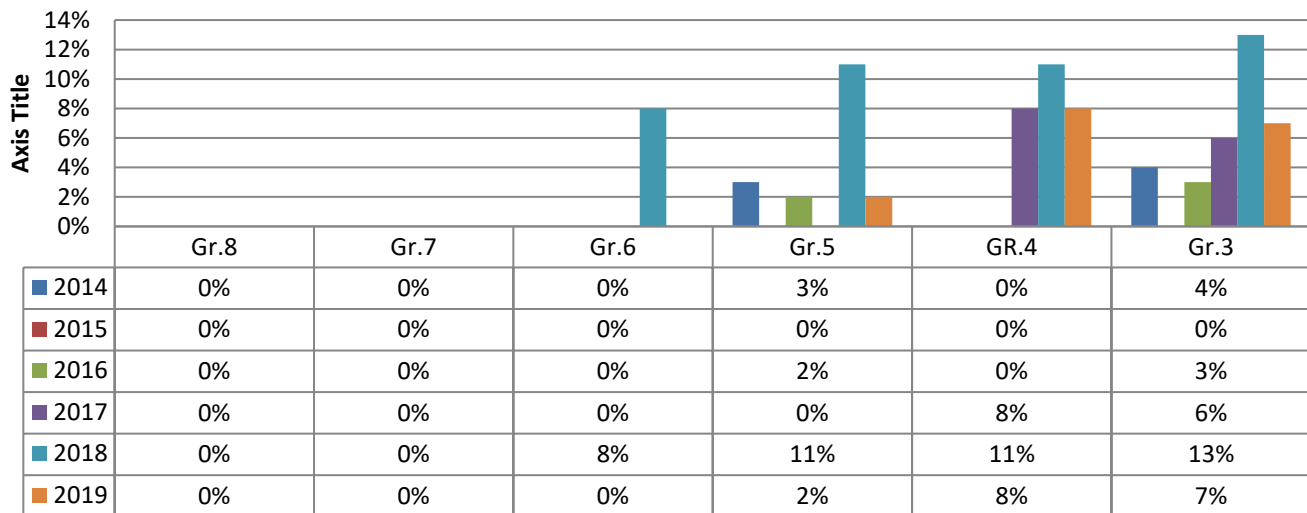
## Huntington Union Free School District NYS English Language Arts Assessments Hispanic Subgroup % Proficient



## Huntington Union Free School District NYS English Language Arts Assessments Students with Disabilities Subgroup % Proficient

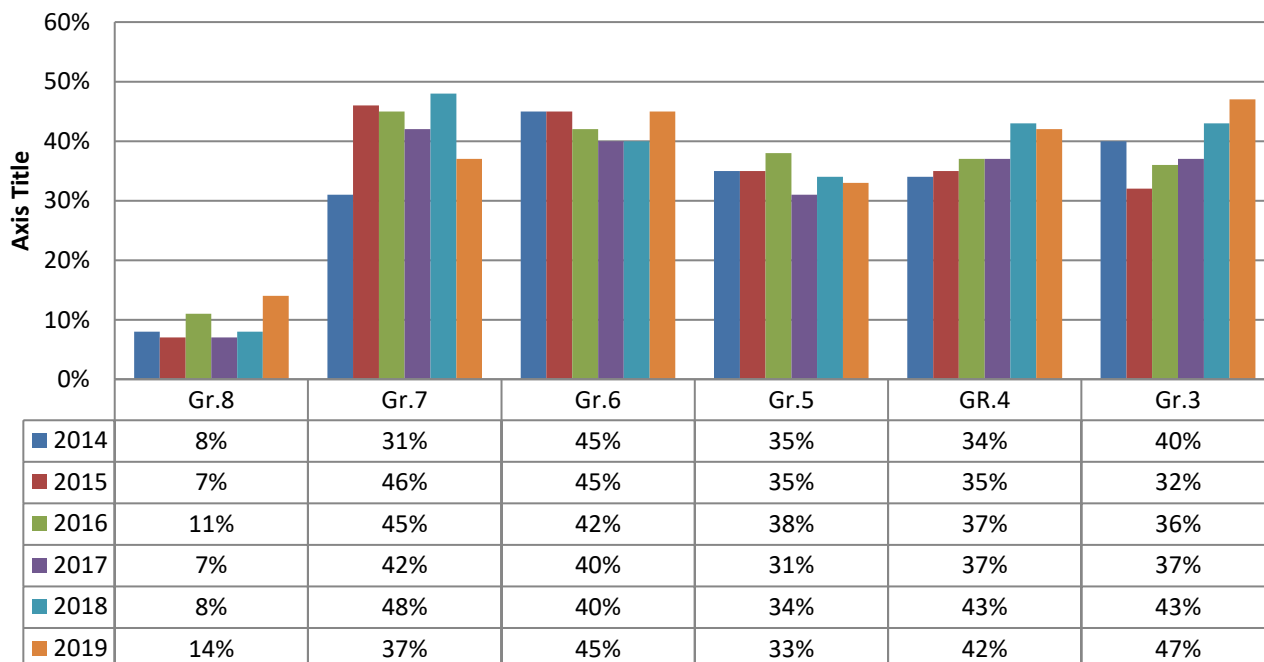


## Huntington Union Free School District NYS English Language Arts Assessments Limited English Proficient Subgroup % Proficient

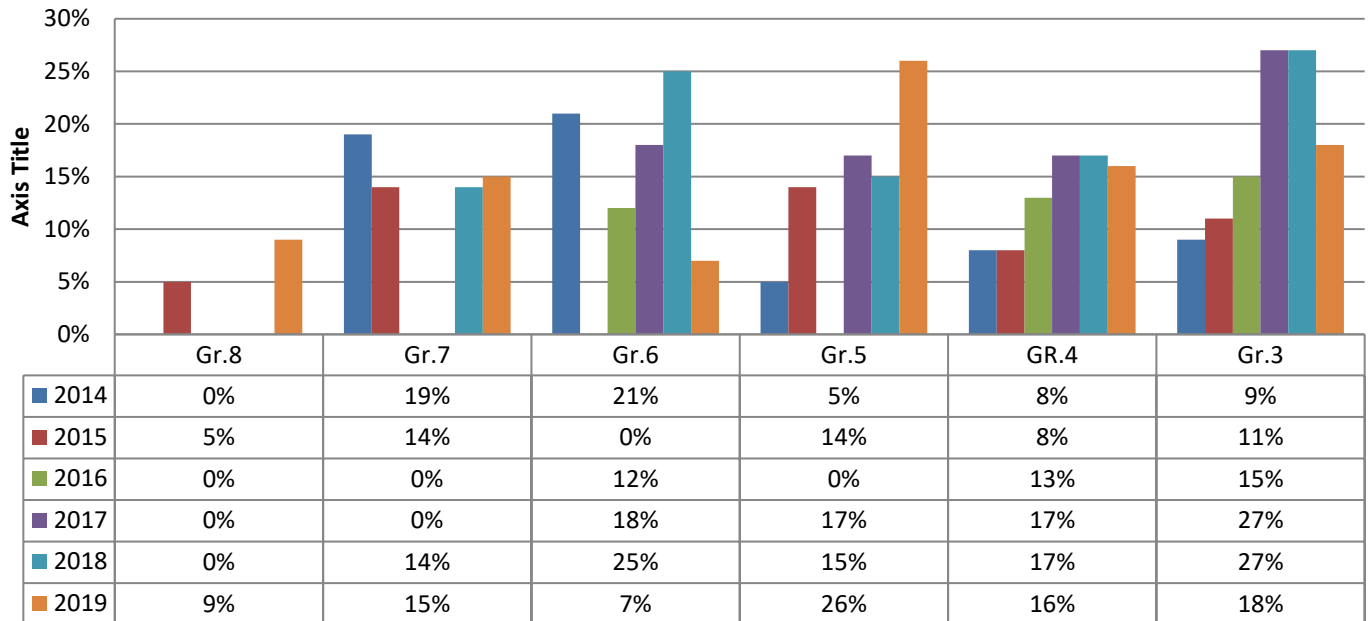


## Elementary and Middle Level New York State Math Assessments

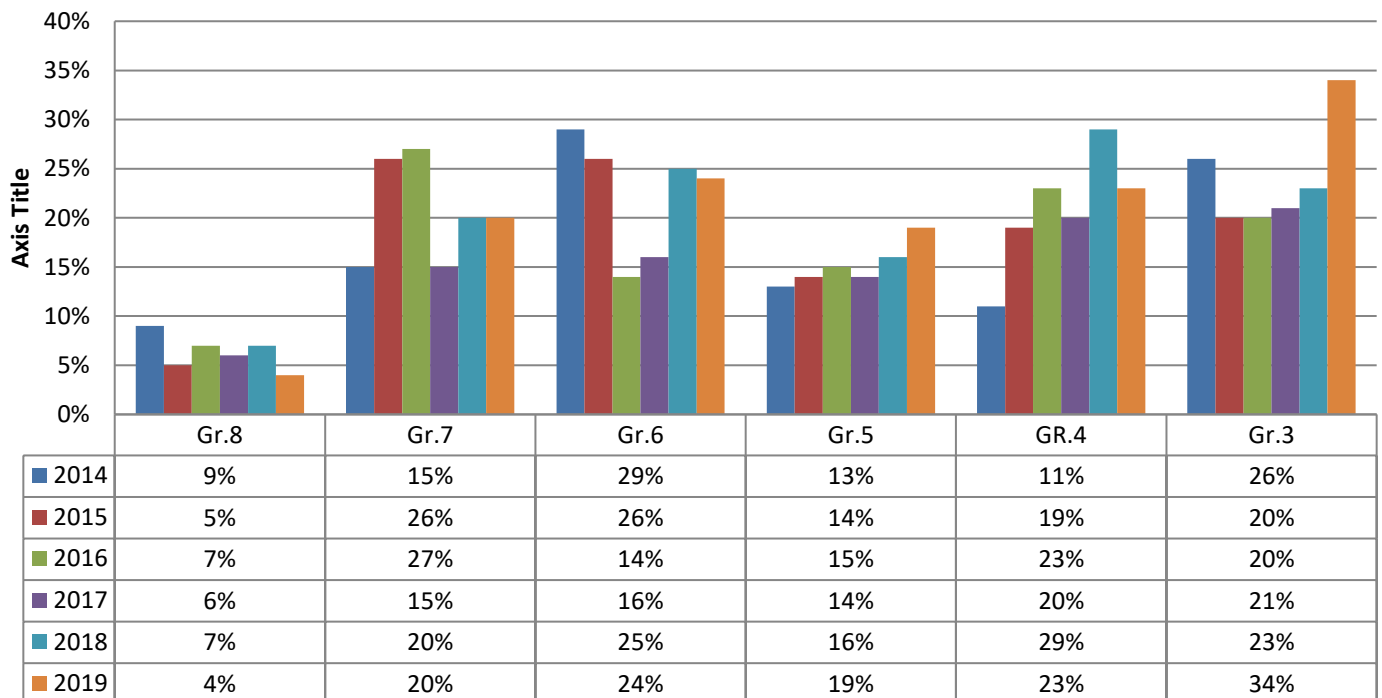
### Huntington Union Free School District NYS Math Assessments All Tested- % Proficient



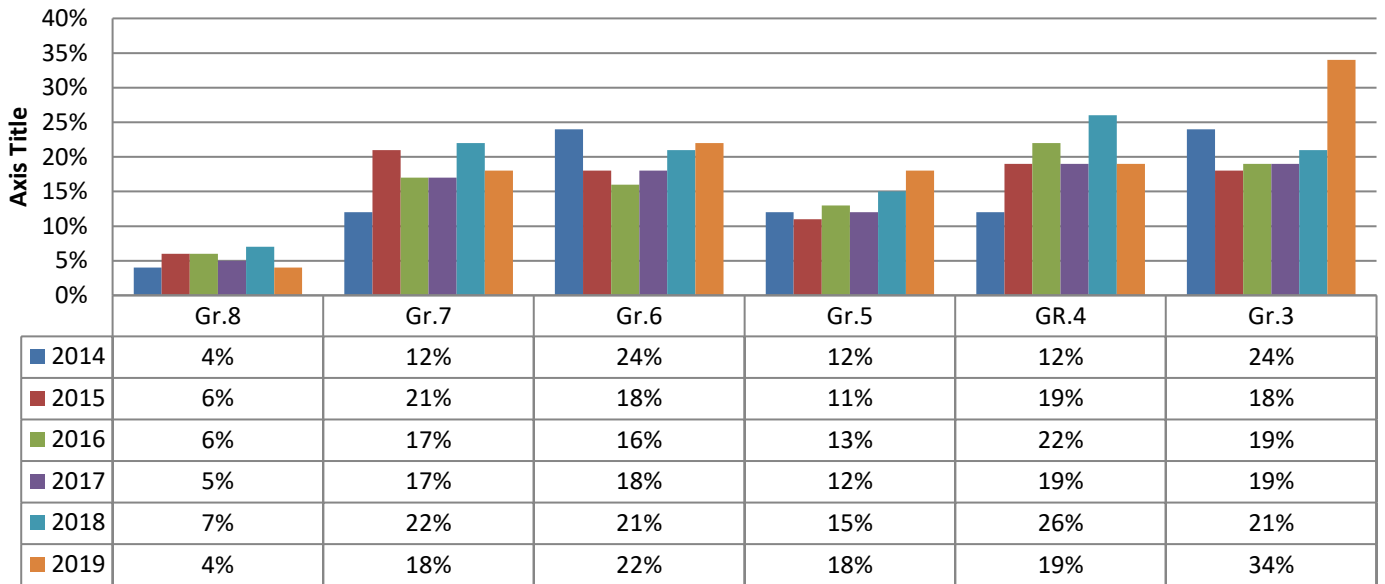
## Huntington Union Free School District NYS Math Assessments Black Subgroup - % Proficient



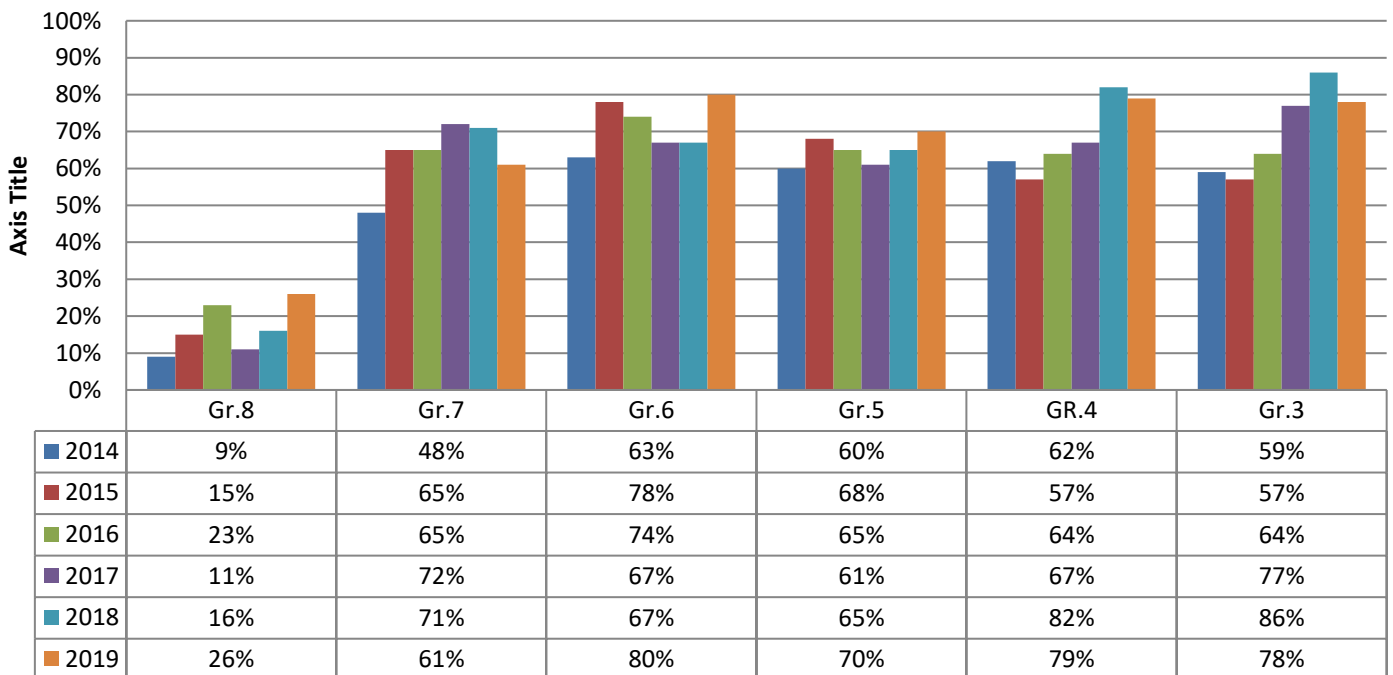
## Huntington Union Free School District NYS Math Assessments Hispanic Subgroup - % Proficient



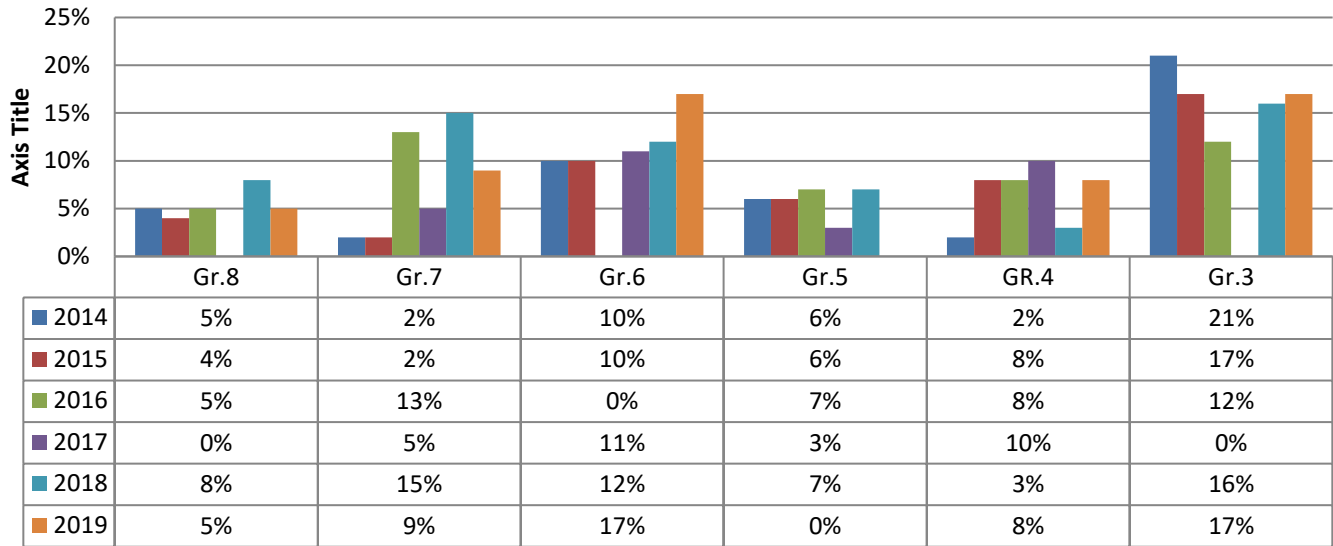
## Huntington Union Free School District NYS Math Assessments Economically Disadvantaged Subgroup - % Proficient



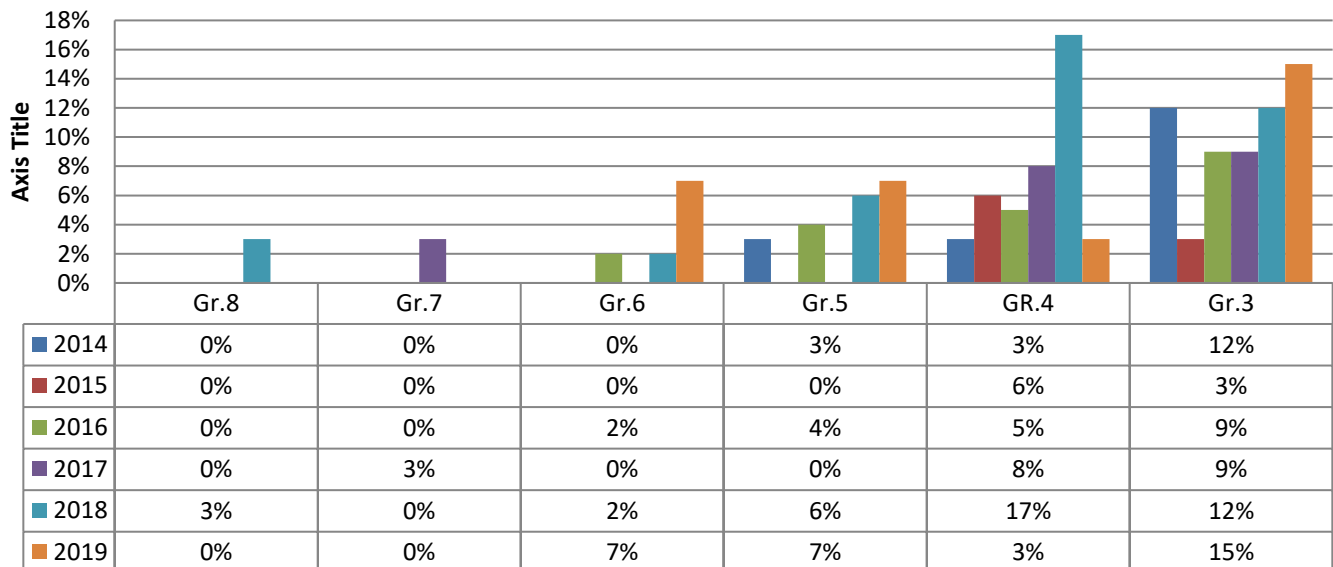
## Huntington Union Free School District NYS Math Assessments White Subgroup - % Proficient



## Huntington Union Free School District NYS Math Assessments Students with Disabilities Subgroup - % Proficient

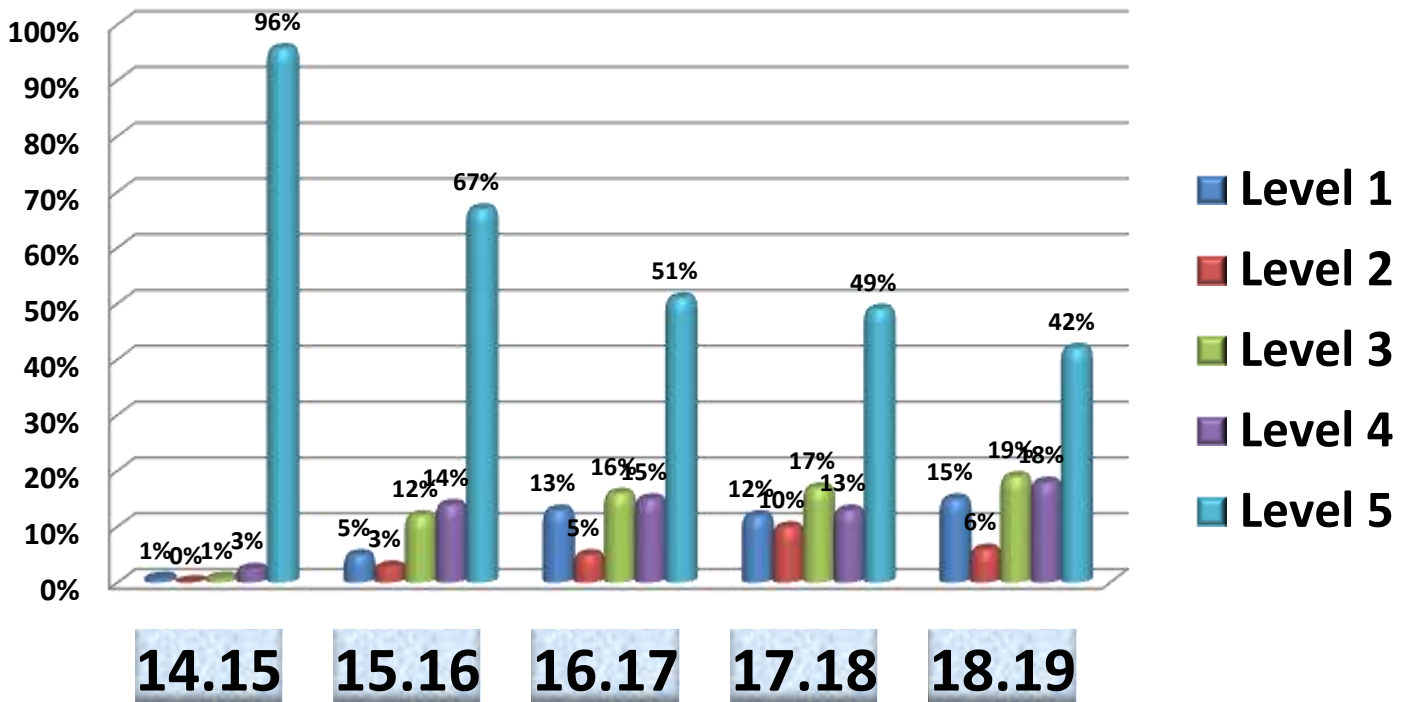


## Huntington Union Free School District NYS Math Assessments Limited English Proficient Subgroup - % Proficient

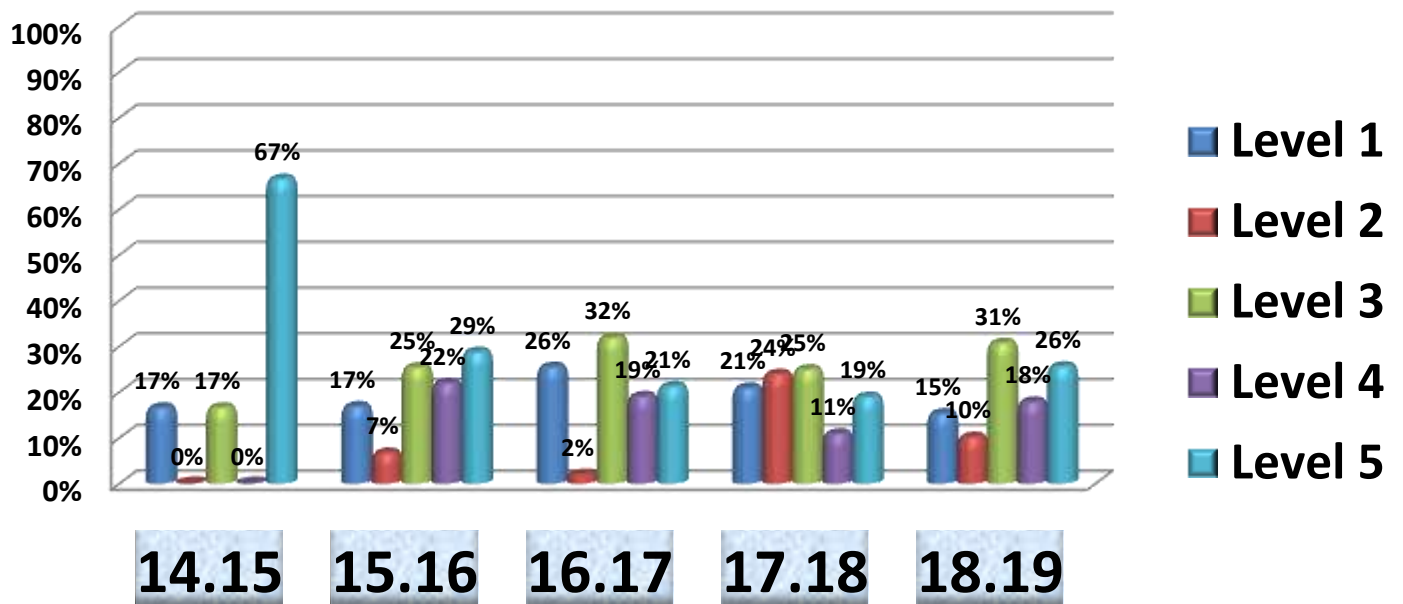


## High School Level New York State Regents Assessments

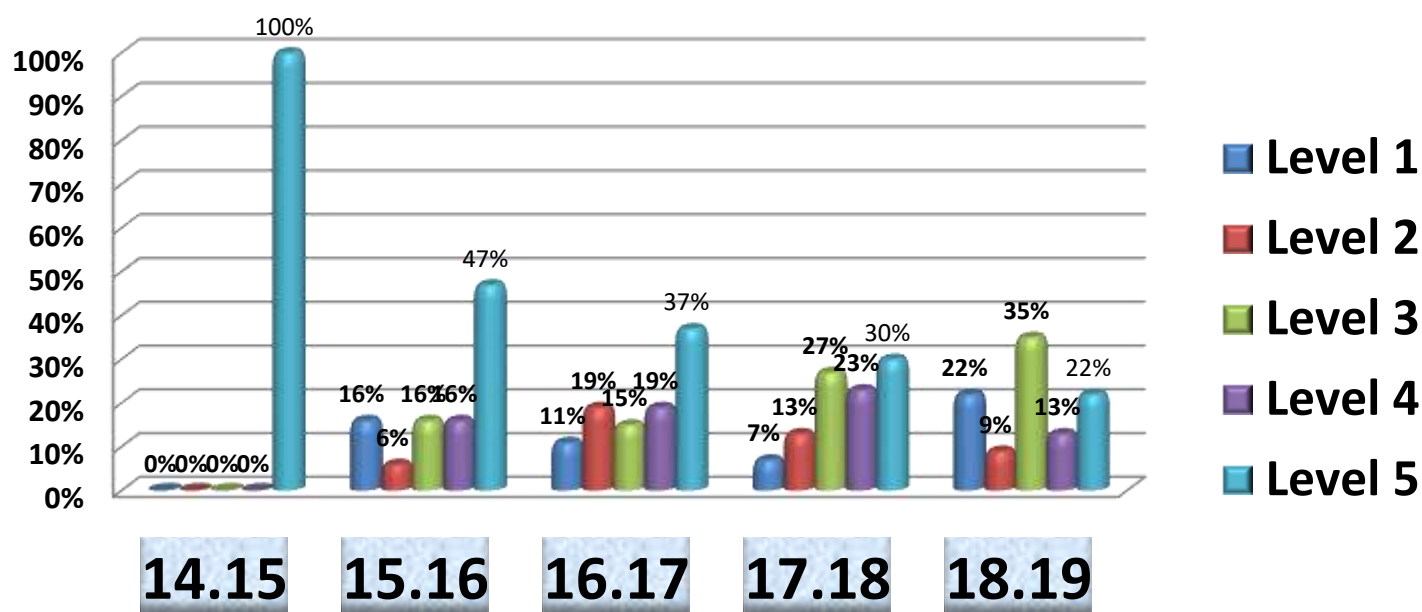
### Huntington High School CC ELA June Regents All Students



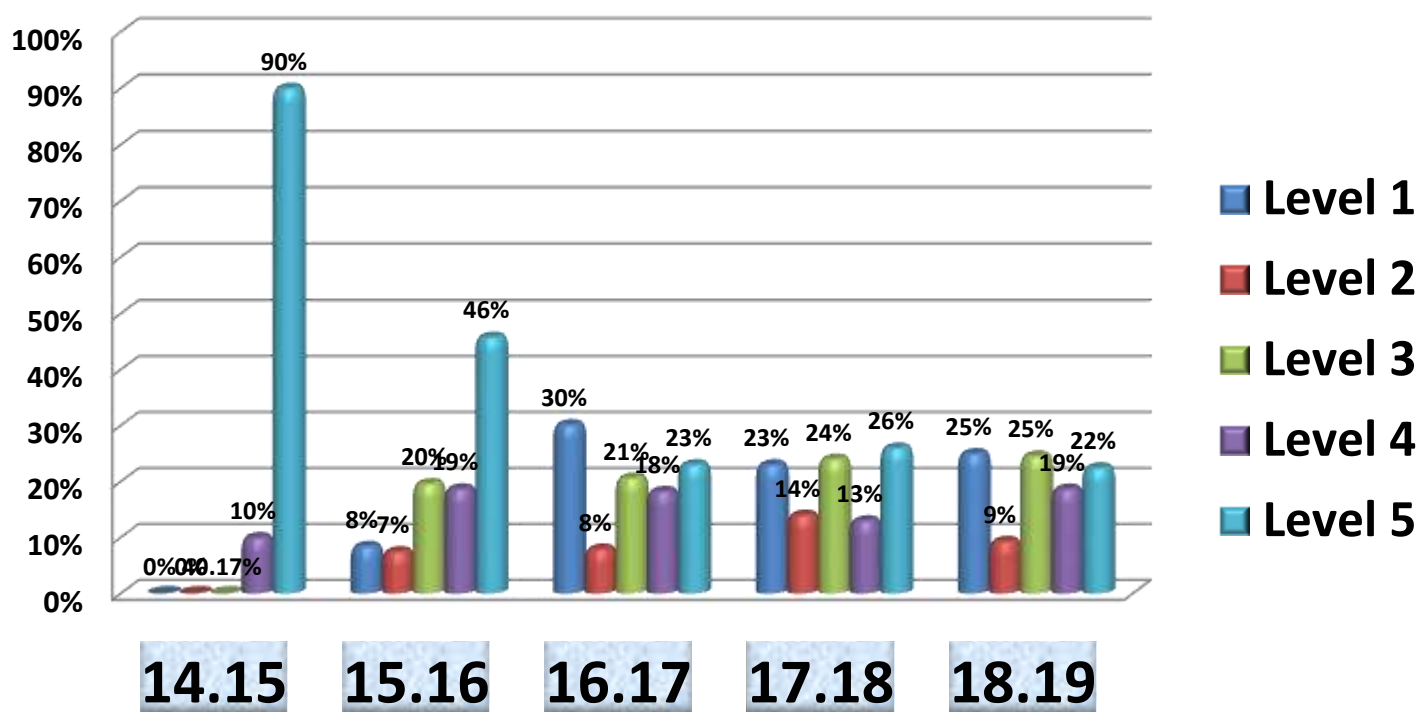
### Huntington High School CC ELA June Regents SWD



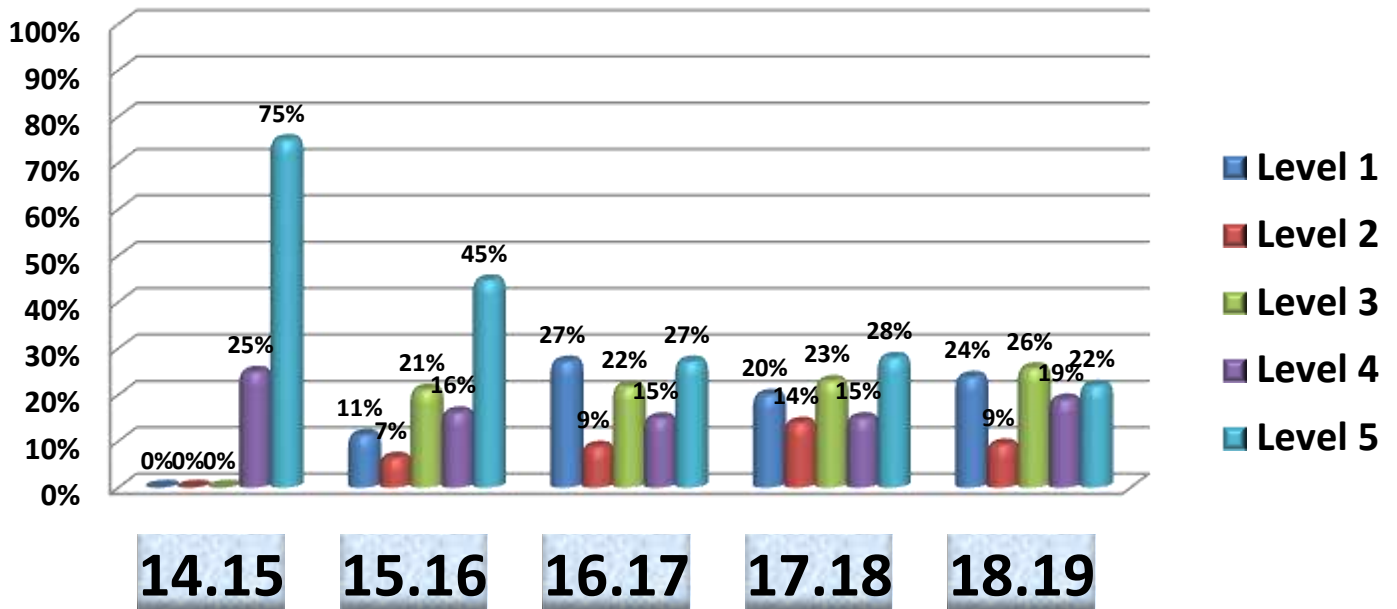
## Huntington High School CC ELA June Regents African American Students



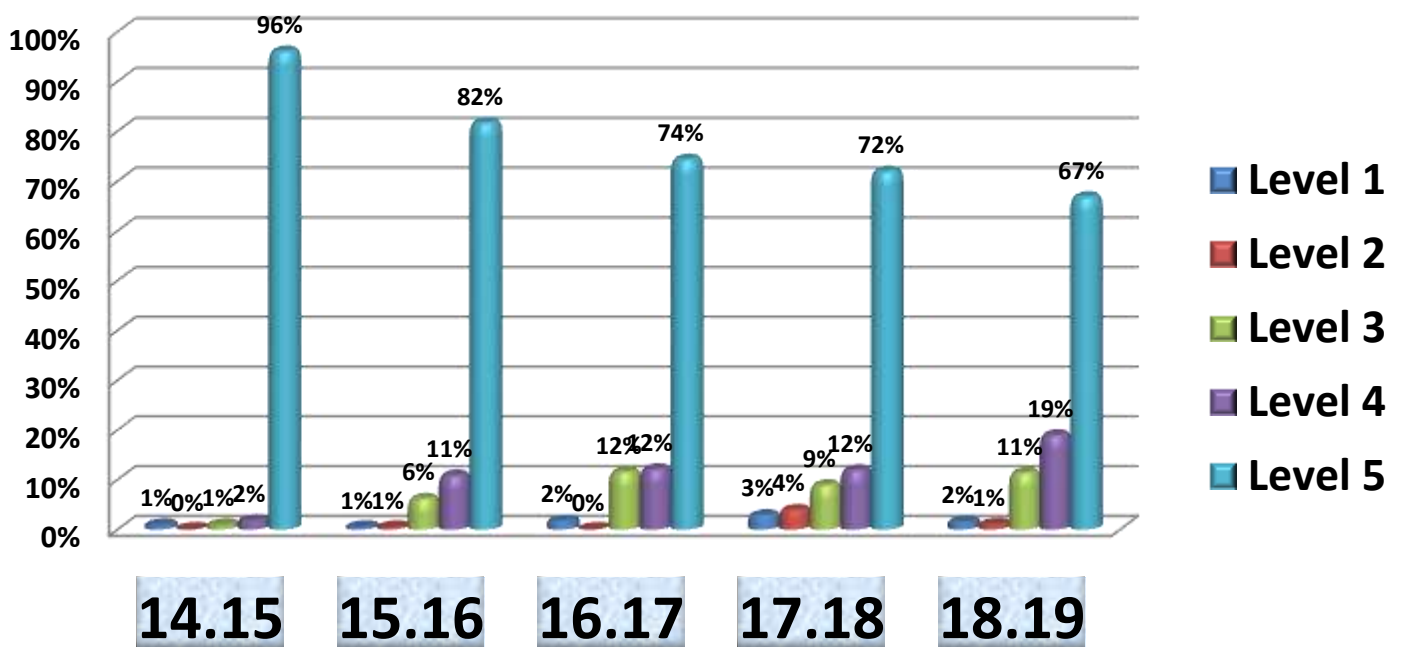
## Huntington High School CC ELA June Regents Hispanic Students



## Huntington High School CC ELA Regents Economically Disadvantaged Students

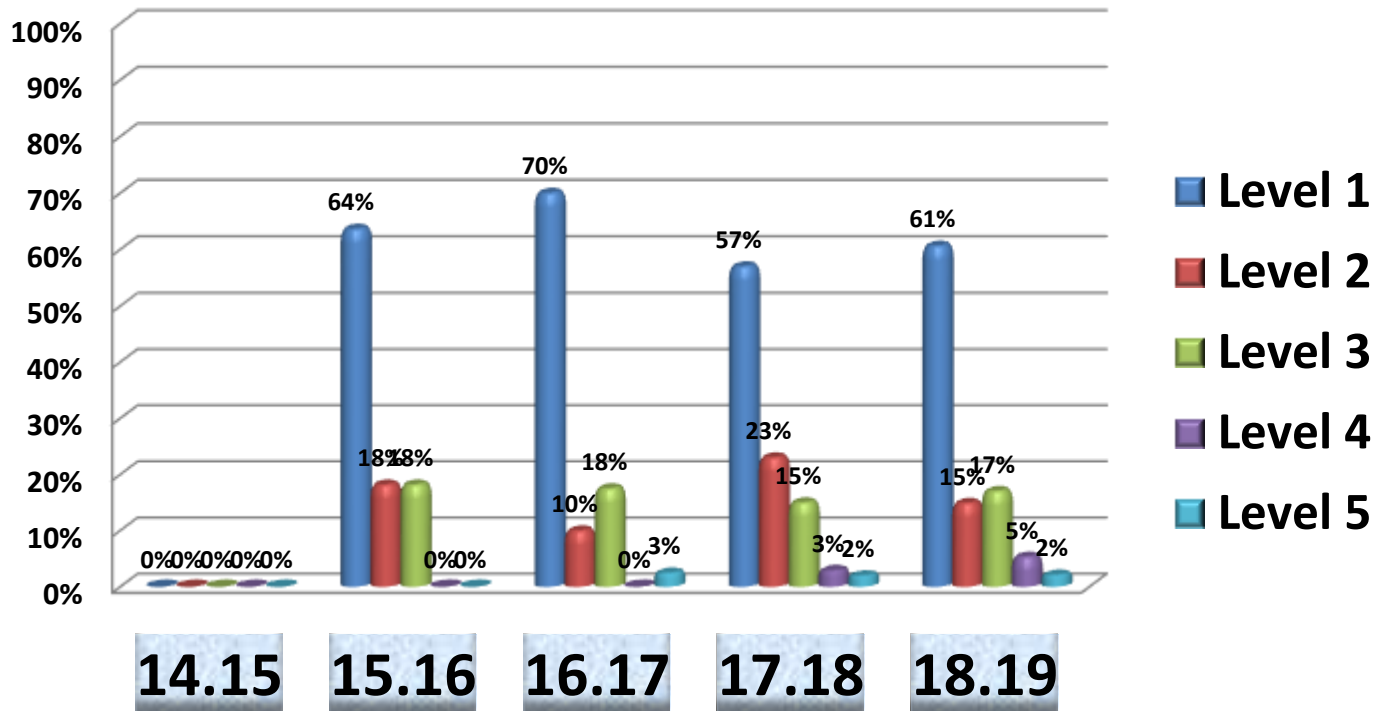


## Huntington High School CC ELA June Regents White Students





## Huntington High School CC ELA June Regents LEP Students



## APPENDIX IV

### Comparison of Advanced Placement Results 2014-2020

Advanced Placement Exam	2014	2015	2016	2017	2018	2019	2020
<b>2-D Art and Design</b>							
Percentage Scoring 3 or higher	100%	100%	100%	94%	100%	100%	100%
Number Tested	5	13	14	18	9	13	11
<b>Art – Drawing</b>							
Percentage Scoring 3 or higher	N/A	N/A	100%	86%	100%	100%	89%
Number Tested	N/A	N/A	10	7	8	4	9
<b>Biology</b>							
Percentage scoring 3 or higher	81%	85%	75%	94%	82%	92%	85%
Number Tested	21	27	45	36	55	63	48
<b>Calculus AB</b>							
Percentage scoring 3 or higher	58%	70%	68%	61%	45%	68%	77%
Number Tested	43	44	28	44	38	31	39
<b>Calculus BC</b>							
Percentage scoring 3 or higher	80%	94%	86%	93%	67%	100%	75%
Number Tested	20	17	21	14	18	16	24
<b>Chemistry</b>							
Percentage scoring 3 or higher	100%	N/A	88%	N/A	71%	89%	78%
Number Tested	15	N/A	17	N/A	49	19	18
<b>English/Language/Comp.</b>							
Percentage scoring 3 or higher	74%	75%	83%	74%	77%	72%	76%
Number Tested	92	76	93	89	75	75	97

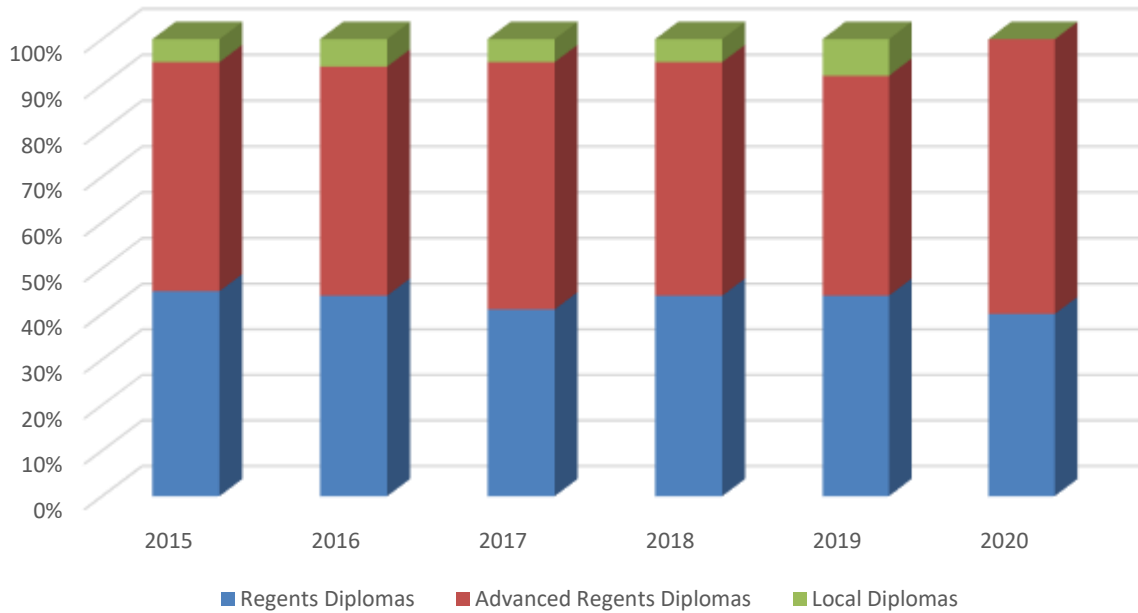
<b>Advanced Placement Exam</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>English Literature/Comp.</b>							
Percentage scoring 3 or higher	54%	50%	42%	75%	51%	64%	71%
Number Tested	102	101	99	75	51	44	56
<b>Environmental Science</b>							
Percentage scoring 3 or higher	57%	50%	48%	76%	50%	50%	69%
Number Tested	47	51	33	25	38	50	36
<b>Human Geography</b>							
Percentage scoring 3 or higher	N/A	100%	80%	N/A	100%	78%	71%
Number Tested	N/A	7	5	N/A	12	9	14
<b>Government &amp; Politics/US</b>							
Percentage scoring 3 or higher	65%	50%	47%	50%	49%	67%	70%
Number Tested	83	100	97	84	74	51	67
<b>Italian Language</b>							
Percentage scoring 3 or higher	63%	67%	57%	83%	42%	100%	86%
Number Tested	12	14	7	6	12	5	7
<b>Microeconomics</b>							
Percentage scoring 3 or higher	82%	75%	70%	88%	53%	88%	90%
Number Tested	77	93	83	43	77	43	50
<b>Macroeconomics</b>							
Percentage scoring 3 or higher	N/A	N/A	N/A	81%	80%	89%	87%
Number Tested	N/A	N/A	N/A	26	30	44	52

Advanced Placement Exam	2014	2015	2016	2017	2018	2019	2020
<b>Physics 1</b>							
Percentage scoring 3 or higher	N/A	44%	28%	52%	40%	65%	58%
Number Tested	N/A	71	25	65	15	43	38
<b>Psychology</b>							
Percentage scoring 3 or higher	N/A	77%	72%	48%	63%	41%	79%
Number Tested	N/A	26	18	27	40	27	29
<b>Music Theory</b>							
Percentage scoring 3 or higher	100%	88%	100%	N/A	87%	85%	92%
Number Tested	13	8	6	N/A	15	13	12
<b>Spanish Language</b>							
Percentage scoring 3 or higher	100%	100%	96%	96%	76%	98%	98%
Number Tested	20	30	23	25	33	49	44
<b>Statistics</b>							
Percentage scoring 3 or higher	80%	77%	50%	73%	79%	67%	88%
Number Tested	15	13	2	22	24	24	17
<b>US History</b>							
Percentage scoring 3 or higher	67%	53%	63%	60%	69%	80%	66%
Number Tested	122	115	95	101	86	95	93
<b>World History</b>							

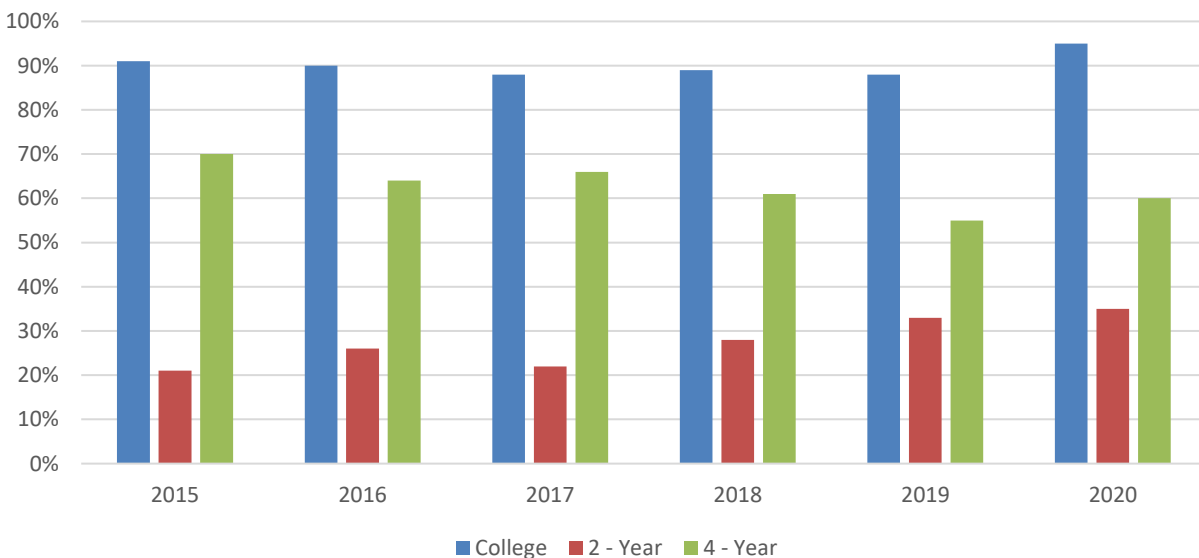
Percentage scoring 3 or higher	89%	88%	97%	73%	94%	90%	92%
Number Tested	57	59	70	82	68	60	60
<b>Total Number Tested</b>	<b>778</b>	<b>866</b>	<b>800</b>	<b>833</b>	<b>800</b>	<b>801</b>	<b>821</b>

## APENDIX V

### Huntington High School 5 Year Comparison of Graduation Statistics Regents/Local Diploma Percentages



### Huntington High School 5 Year Comparison of College Attendance



## APENDIX VI

### FRONTLINE EDUCATION

#### Step-By-Step Guide

1. Open the internet and go to [www.frontlineeducation.com](http://www.frontlineeducation.com)
  2. Click on *Username* field. Input your Huntington email address: (e.g. [jsmith@hufsd.edu](mailto:jsmith@hufsd.edu)). The *Password* is “teacher” the first time you login. Click on Login. Once the program has been opened, your password can be changed.
  3. To change your password, refer to the left menu bar. Click on the *Change Password* link and follow the prompts. Your *Username* can only be changed by district technology staff.
  4. Refer to the *My Info* link on the left menu bar and click on the *My User Profile* to verify your account information: *Name, Building, Department*, etc. Make any changes by clicking buttons on and off. Once your information has been verified and updated, click on SAVE at the bottom of the form. The next screen will indicate FORM SAVED at which point you can click on RETURN TO MAIN.
  5. Within the *My Info* section you will also be able to add your personal learning goals for the year and view your certificate information. Click on *My Personal Goals* or *My Certificates* and follow the prompts.
  6. Within the *My Info* section, you will be able to browse activities by selecting one of the following categories depicted in the left menu bar:
    - a. **View your Portfolio**
      - i. Click the *My Portfolio* link to view your professional development activities, either for the Current Year or Year by Year
      - ii. Click on one of the listed activities to view the specified criteria: (e.g. *Transcript, Goals, Requests in Progress*).
    - b. **View the Activity Catalogs**
      - i. Click the *District Catalog* link to browse the district offerings.
      - ii. If you are interested in participating in one of the offerings, click on the activity.
      - iii. Click the button to *Request Approval* or *Sign Up Now* to register for the activity.
-

- iv. Complete the form, if necessary, by clicking on *Fill-In Forms* and submit it.
- v. The activity should then be available in the *My Requests* box indicating the appropriate status.
- vi. If you make an error and wish to delete an activity, click on the red highlighted activity within the *My Requests* section. Click on *Drop* and follow the prompts.

**c. Submit a Form**

- i. Click on the *Fill-In Forms* link and select the appropriate form, either *Course Approval* or *Conference Request*.
  - ii. Complete the form by following the prompts, as specified. Once the form has been completed, click on the *Submit* button located at the bottom of the form.
  - iii. If you do not have all the information, the form can be *Saved as Draft* and completed at a later date.
7. Further details on using functions of **FrontlineEducation.com**, tutorials, how-to's and other resources may be accessed in the *Help* section which is represented by the gold question mark icon located on the top left side of the menu bar.
8. ALL teachers and administrators will complete a "Conference Evaluation" report in Frontline Education Professional Growth after attendance at in-District, BOCES or other professional development opportunities.
-